

Bargaining for telecommuting

set up factories in their homes and were paid piece rates that kept them working for much less than a minimum wage. Telecommuting cannot be used as a way to make employees independent contractors or subcontractors. It cannot be seen as a way to turn full-time jobs into part-time work or to save the employer from liability for job-related injuries that occur during the employee's telecommuting hours. It cannot be seen as a way to eliminate overtime pay or call-in pay, nor can it be used to keep the shop steward from having access to employees during their work hours. Telecommuting must not lead to a dead end in an employee's career

path and certainly must not be a preliminary step in a company's plans to downsize its workforce.

What can unions do to maximize the benefits that workers like Sam, Tina, and Andrea have found without losing the battle that they have long fought for fair wages, reasonable hours and good working conditions? For telecommuting to work, it must be subject to all of the protections of a collective bargaining agreement. Furthermore, the option of telecommuting must be voluntary on the part of the employee. The union, the employee and the employer must jointly negotiate individual arrangements that balance the employer's needs, the union's interests and the family's needs. In so doing, the company may find that

workers are even more dedicated to their jobs. Epstein's interviewees saw telecommuting as a benefit and expressed gratitude toward their employer for allowing them this added freedom. While telecommuting can offer potential family benefits, unions should enter this bargaining realm with caution and caveats. ♦

Kirsten Snow Spalding is Chair of the Center for Labor Research and Education (CLRE) at UC Berkeley, and member of UC-AFT Local 1474. Lisa Epstein is a graduate student in UC Berkeley's Haas Business School. For a packet of information on telecommuting policies, contact the Labor Project for Working Families at (510) 643-6814.

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Walkouts loom as classes resume

Academic student workers set to strike over representation, tenured faculty plan walkout over affirmative action

Representatives from several unions in the UC system came together this summer to demonstrate the wisdom that "in unity there is strength."

The Coalition of UC Unions, which has been functioning informally for over eight years, met on the UCLA campus on August 1st to formalize its structure, increase participation, and plan joint union activities for the coming year.



Taking a break for a photo opportunity at the statewide Coalition of UC Unions meeting (Fred Lonidier, photo)

The meeting was well-attended by members and staff from unions representing a diverse group of UC employees: University Council-American Federation of Teachers (faculty and librarians), University Professional and Technical Employees (research, administrative, and health care professionals, and technicians), United Auto Workers (academic student employees), California Nurses Association (nurses), California Association of Interns and Residents (interns and residents), and Coalition of University Employees (clerical, library and childcare workers). The UC-AFT attendees were from Riverside, UCLA, San Diego, and Santa Barbara.

Joint legislative, bargaining goals

In the past, the Coalition has worked on both the local campus and statewide level to coordinate opposition to anti-affirmative action efforts, support anti-privatization legislation, and provide input into Regent selection, among other activities. The goal of the August meeting – which was certainly achieved – was to brainstorm how the unions can continue to work together to strengthen our position vis-a-vis university management.

Regarding state legislative activity, attendees suggested several issues to focus on this year, including the state budget, appointments to the Board of Regents and the Public Employment Relations Board, and reforming the law that governs higher education collective

bargaining, HEERA. A committee was formed to research these and other issues, and to work together throughout the year on a statewide basis. Also on the statewide level, the idea of coordinating the different unions' bargaining strategies and priorities was discussed.

On the local level, many ideas were offered for joint union projects to increase the visibility of organized labor on campus, including newsletters, bulletin boards, and new employee receptions. Attendees also considered the possibility of coordinated recruiting and grievance work.

The meeting ended with a lively discussion about the structure of the Coalition. Consensus was not reached on several issues, such as how often the statewide body will meet, and under what conditions it may speak for its member unions. A follow-up meeting was scheduled, to which each union will send a smaller number of representatives.

Although the formal structure of the statewide coalition is not yet in place, each UC campus has its own labor coalition. I urge every UC-AFT local to become active in it.

Although it may seem like we have little in common with employees in the other unions, we actually share many dilemmas which we can solve more effectively when united. As one UC-AFT attendee at the Coalition meeting put it, "I never realized before how much there is we can do together." ♦

by Pam Inglesby, UC-AFT
Program Coordinator

Some of you remember it, some of you don't – the first contract for Unit 18 lecturers. The "eye of the needle" review. The "quota case." It's a story worth telling again, as we face the next decade. It's a story we should remember, to guide us in our ongoing struggle to provide at least minimal protection to the non-Senate faculty at UC.

In 1983, the UC-AFT signed its first MOU (Memorandum of Understanding) for Unit 18. The lecturers' bargaining team had fought hard, in protracted negotiations, for a career path and for the possibility of long-term appointments, where those were appropriate. UC policies varied, but many imposed an arbitrary limit on lecturer appointments; although the position might be ongoing, no

departments and programs that relied consistently on non-Senate faculty.

But, "before the ink was dry," as the labor experts put it, UC violated that contract – in an unexpected way. Many of those involved in the negotiation of that first MOU assumed that very few lecturers would meet the "excellence" standard of the 6-year review – thus its ominous nickname, "eye of the needle." In fact, the UC lecturers defied those expectations, by demonstrating a great deal of "excellence." At UCLA, worried administrators foresaw a quick conversion of shorter appointments to long-term ones, and decided to act. The provost, Ray Orbach, determined the acceptable ratio of short- to long-term lecturers at about 3 to 1, and set the quota. As a result, in the UCLA Writing Programs, only 8 of the 12 lecturers reviewed as "excellent" were offered appointments.

lecturers reached the 6-year mark, met the "excellence" requirement, and started on 3-year appointments. The process went so smoothly that soon, in some programs, most of the lecturers were long-term. Then the budget crunch of the 90s hit, and downsizing began. There were fewer new hires – in some programs, almost none. But those of us who'd passed the 6-year mark, who'd undergone what we now called the "major" review, held onto our victory in the quota case and felt relatively secure.

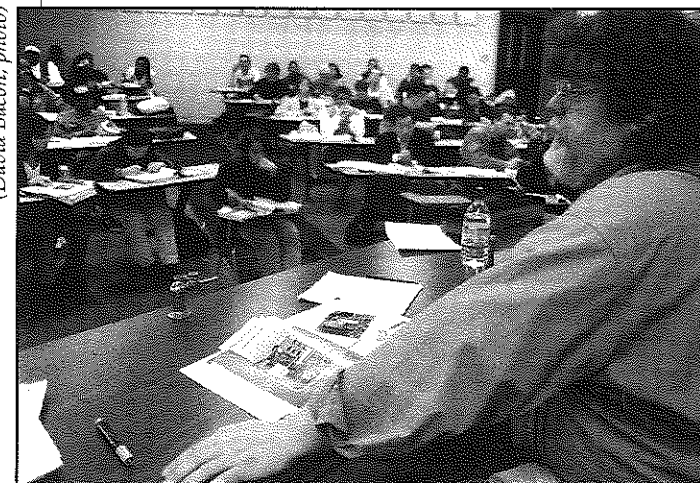
But are we? PERB told the university that it couldn't set a quota, but a decade later, the overall ratio of short to long-term lecturers is no better than the 3 to 1 that UCLA originally wanted. (For instance, at UCLA, only 28% of lecturers are long-term.) Sure, there are some programs with many long-term appointments, but most of Unit 18 is as transitory as ever.

After the "Quota Case":

Where Are We Now?

by Susan Griffin, UCLA

(David Bacon, photo)



individual could hold it for more than 4 years, or 6 years, or 8 years. The union asked for secure employment, after an initial probationary period. The university refused. Finally, a compromise was reached. After 6 years (18 quarters, 12 semesters), lecturers who were reviewed as "excellent" had to be offered 3-year appointments. And these appointments would be renewable. It was a far cry from tenure, but it did create some stability, especially in

Relations Board (PERB). UC justified its quota by arguing that the "instructional need" criteria of the post-6 year appointment included budgetary and programmatic planning, and thus allowed them to separate the need for long-term lecturers from the need for short-term ones. Nonsense, the union replied. "Instructional need" is the need for instruction – and PERB agreed.

The "quota case" seemed to settle the matter of long-term employment for lecturers. In the next few years, many

The grievance filed at UCLA was eventually consolidated with a similar grievance at Santa Cruz, and was also filed as an unfair labor practice charge with the Public Employment

How did it happen? Well, many departments impose a sort of gentlemen's agreement on new hires, especially when they're employing their own new PhDs. "The job is yours for a few years," they promise, "while you look for a tenure-track position. But then you have to go, and make room for those coming up behind you, who deserve the same opportunity." And the grateful new hires don't dispute these informal and unwritten policies. "It's only fair," one lecturer at UCLA explained to me. "If someone else hadn't been forced out, I wouldn't be here now."

But given the bleak job market these days, and the paucity of tenure-track positions, why not hold onto the lectureship? Lecturers' answers reveal an academic culture out of touch with

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Faculty, graduate student employees gear up for walkouts

by Vanessa Tait, *Perspective* editor

With two walkouts in the works – one by graduate student employees and the other by tenured faculty members – this fall promises to be a lively one for employee activism.

Academic student employees on seven UC campuses are preparing to strike again this semester in order to put pressure on the university to recognize their unions, which are affiliated with the United Auto Workers.

Each campus union is contacting its chancellor asking for recognition, but if administrators continue to deny the unions recognition this fall, activists say they'll be forced to strike.

"We are committed to the quality of education at UC Berkeley, and want to continue our work here uninterrupted," wrote UCB's Association of Graduate Student Employees (AGSE) President Ricardo Ochoa in a recent letter to Chancellor Robert Berdahl. "We cannot, however, in good conscience maintain a status quo which neither recognizes nor respects our hard work as individuals or our fundamental rights as employees to choose collective bargaining."

Despite several legal rulings in favor of the graduate student employees' right to representation, UC has refused to recognize the unions, saying that UC's academic culture would be adversely affected with the introduction of collective bargaining.

The graduate student unions conducted a series of "rolling" strikes that hit five UC campuses sequentially last year, resulting in a total of 25 days

of strikes. Union activists also launched a letter-writing campaign, which delivered letters supporting unionization to Sacramento legislators from more than half of UC's 9000 graduate student employees.

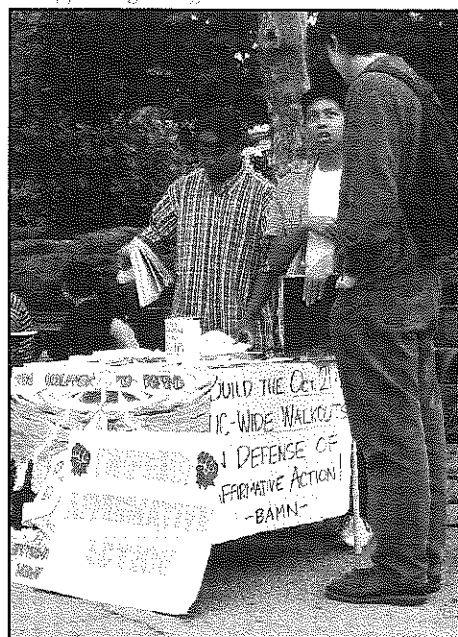
"Let the regents know that their actions do have consequences as far as professors are concerned"

Some key legislators, such as Speaker of the Assembly Antonio Villaraigosa, responded supportively. Villaraigosa, a graduate of UCLA, told a press conference last spring that UC's refusal to recognize the graduate unions was "unconscionable," adding that a public

institution that "receives such a high level of funding from the state, as a matter of public policy, should respect the fact that the workers have spoken."

Villaraigosa and other legislators have criticized the \$1.8 million that UC has spent for outside legal counsel in the last three years in order to deny academic student workers collective bargaining rights.

Students on UCB's Sproul Plaza supporting the affirmative action walkout.



If the graduate student workers strike again this fall, tactics will change. Unlike previous strikes in which TAs sometimes held classes off campus and continued to grade papers and exams, grad student employees plan to withhold their labor entirely.

Activists on each campus are also mapping out a "service sector" strike strategy, which has been successfully used by other unions, such as the California Nurses Association in its recent fight with Kaiser Permanente. Putting up a "permeable" picket line and encouraging patients to cross it to demand services increased the pressure on Kaiser and helped bring the strike to a successful conclusion.

At the UC campuses, there will be picketlines, but "the goal will not be to keep everyone off campus," according to AGSE's August 1998 *Viewpoint*. "By encouraging undergraduates to go on campus and demand their educational services, the absence of our labor will be felt more directly."

Senate faculty to walk out over affirmative action

A second walkout is in the works as well. Faculty members are calling for a systemwide protest October 21 and 22 to express their displeasure with the Regents' anti-affirmative action decisions, SP1 and SP2, as well as the passage of Proposition 209. Participants say they'll walk out of their classrooms and hold teach-ins and other actions to discuss and debate issues of racial and gender equality in education.

"Let the Regents know that their actions do have consequences as far as professors are concerned, and that we cannot accept what they are doing to our educational system," UCLA English professor Rafael Perez-Torres told a UCB crowd on September 10.

Organizers say they want to draw

Berkeley professor alleges discrimination in tenure case

by Alfred Arteaga, UC Berkeley

I have just accepted an offer of tenure at UC Berkeley in Ethnic Studies and am preparing to file a lawsuit because of the discriminatory practices in the English Department. I was fired on June 30, 1998 as Assistant Professor (step 5) of English at UCB. In August, I was offered tenure at Associate (step 3) in Ethnic Studies.

In English, I taught Shakespeare, Creative Writing, Literary Theory, and Chicano Literature. I came to Cal's English Department as a Chancellor's Ethnic Minority Fellow, having been offered a fellowship for the years 1989-91. The English Department offered me the tenure-track position of Assistant Professor after one year of the

citing departmental irregularities would damage their careers.

I found the English Department to be a self-supporting web of bias that has been particularly opposed to men of color, lesbians, and the disabled. It promotes its own and partners of its own at lower standards than it holds for minorities. I encourage a comparison, for example, between my record and those of current tenured faculty who were hired when I was.

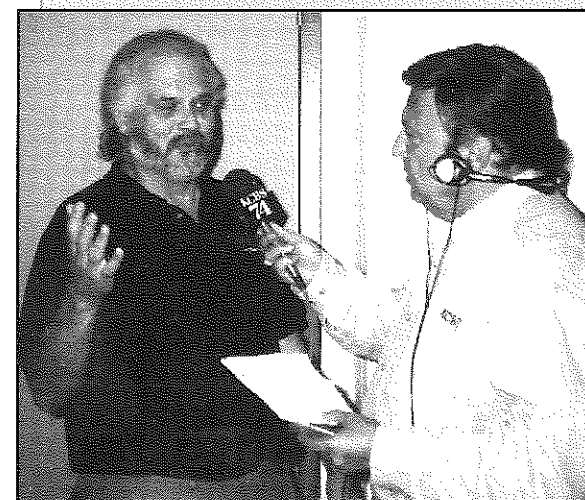
When the department rejected me I had my "tenure" book out from Cambridge

University Press, a book of poetry, a chapbook of poetry, a book of essays, and an edition of essays. I had held fellowships from the National Endowment for the Arts and the Rockefeller Foundation. My book of essays won the PEN Oakland Josephine Miles Award for Literary Excellence. My work has appeared in the U.S., Italy, Spain, Germany, France, Mexico, and England.

I originally filed discrimination complaints with the Department of Fair Housing and Employment against Professor Stephen Greenblatt,

Chair Ralph Rader, Dean Anthony Newcomb, the English Department, and the Regents. I am represented by Moises Vasquez who recently defeated UC on behalf of Professor Rudy Acuna. We are now preparing the suit and will file it shortly.

Professor Arteaga is a long-time member of UC-AFT local 1474, which has supported him in his tenure battle with legal advice and contributions toward his legal fees. We're glad he received his richly deserved tenure and continue to support his lawsuit against discriminatory behavior by UC.



Arteaga speaking with a reporter about his case.

fellowship, beginning 1990. I came up for tenure in 1995 and was eventually turned down in 1998.

The English Department and UC have acted with great prejudice and retaliation in my case. Many regulations were broken during my tenure review: voting regulations were broken; retaliatory material was illegally kept from me; potentially favorable external support was suppressed; the final vote in May 1998 censored additions to my file since 1995; I was smeared, characterized as a "blood and soil nationalist," and warned that faculty

UCSB faculty member honored at White House for her work on equal pay

Yolanda Broyles-Gonzalez, professor of Chicano Studies at UCSB and a



Yolanda Broyles-Gonzalez

(Lillian Kurosaka, photo, courtesy of 93106.)

member of UC-AFT Local 2141, joined other scholars and legislators at a White House ceremony on June 10 in celebration of the 35th anniversary of the federal Equal Pay Act.

At the ceremony, President Bill Clinton congratulated Broyles-Gonzalez for fight-

ing for full economic equality for women. She won an historic 1996 lawsuit which challenged the unequal pay of female professors at UC.

Senator Barbara Boxer, also in attendance, mentioned the permanent court injunction against the university which was secured as part of the settlement. That injunction places UC discriminatory actions within permanent court scrutiny.

In a statement released after the ceremony, Broyles-Gonzalez said, "One lawsuit cannot change a university system. But my lawsuit is a powerful reminder that universities are not above the laws of the land."

She said the problem of unequal pay for women and people of color at UCSB remains an issue, more than two years after a study ranked UCSB as the ninth worst pay gap offender among universities nationally. At that time, the "salary gap" between female full professors and male full professors was \$12,000. An Office of Academic Personnel committee set up to deal with the problem has rarely met. Equal pay activists at UCSB are now pushing for an independent committee to address the issue. ♦

The American Federation of Teachers, which represents almost 100,000 education, health care, and government employees (including all lecturers and librarians at the University of California), held its 75th national convention in New Orleans this summer, which I attended as a delegate of UC-AFT.

President Bill Clinton and Sandra Feldman—who was elected at the meeting to her first full term as President of the union—spoke to the assembled delegates. Several resolutions pertaining to higher education were adopted by the group, and the UC-AFT won a well-deserved award.



AFT President Sandra Feldman

Feldman and Clinton stress excellence for all

Feldman, who has been serving out the term of the late Albert Shanker, began her speech with a reference to the National Education Association's (NEA) recent vote not to pursue an immediate merger with the AFT, an event which she rated "high on the challenge index." She remarked that NEA delegates "who disdained affiliation with the labor movement" are forgetting that "teachers are working people, as are the other professionals presently in the union movement – nurses, doctors, engineers, actors and artists, etc., etc. And we know from polls that our members, and teachers generally, want unity."

In her speech, Feldman stressed the need to build a stronger and more effective union that will help all students receive "free and equal access

to high-quality public education." With respect to higher education, Feldman defended the concept of tenure, claiming that "eliminating due process for teachers [as] the way to ensure a quality teaching force is ludicrous." She argued that faculty are entitled to "fair dismissal procedures" and "protection from arbitrary, capricious, and unreasonable dismissals," adding that the public needs "to be protected from

schemes to replace competent, experienced teachers with unqualified but cheaper labor."

Feldman also addressed the issue of teacher salaries, claiming that AFT member Albert Einstein "would have pointed out – not just because he was a good union member, but because he had common sense," that if society wants qualified teachers, it must pay them well.

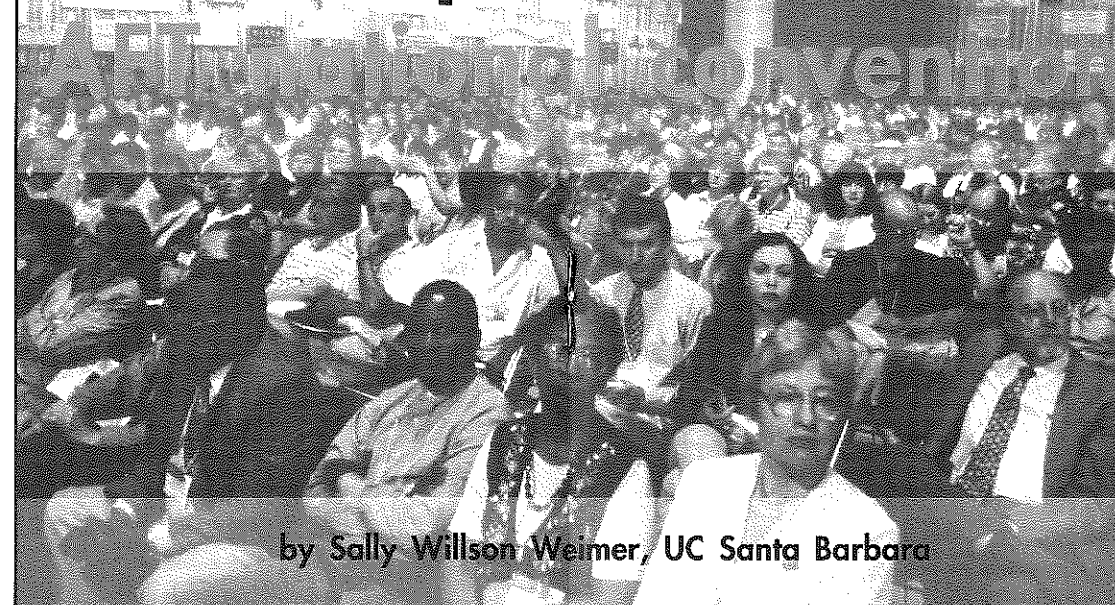
"Isn't it curious," she remarked, "that those who love to talk about markets and about competition never talk about a competitive salary, a fair market price for teachers?"

Although Clinton's remarks centered on his new school safety campaign, he also repeated Feldman's

call to provide "every single child with world-class excellence in education" and described his goals for both K-12 and higher education, which include preparing students to be environmentally minded and comfortable with diversity.

"Many of you teach in school districts where there are children from 20, 40, 60, 80, maybe 100 different racial and ethnic groups," he continued, "speaking dozens of different languages as their native tongues. This is a good

A report on the



by Sally Willson Weimer, UC Santa Barbara

(Russell Curtis, photos)

thing for America in the 21st century and a global economy, an Information Age," he added.

Referring to racial and ethnic conflicts worldwide, Clinton said that "In order for Americans to do good throughout the world we have to be good at home."

Distance learning, accreditation, and "First Principles"

Several resolutions were adopted by convention delegates that were endorsed and in some cases modified by the Higher Education Committee.

Perhaps the most significant is the Higher Education Distance Learning resolution, which states that AFT "opposes lifting existing legal restrictions on distance learning because distance learning is prone to the same problems of educational quality and fraud and abuse that attended correspondence schooling."

Distance education was also addressed in a separate resolution on accreditation, which called upon accrediting agencies to "enact and enforce quality standards for distance learning programs that include faculty

control over the curriculum." Faculty consultation in accreditation in general was emphasized in the same resolution, which mandates AFT to "call upon accrediting agencies to require that site review teams consult with the leadership of campus collective bargaining agents" as well as the faculty senate and higher education union affiliates.

In addition to the specific issues of distance education and accreditation, broader resolutions were also passed, such as one endorsing the union's "First Principles" campaign, which supports opportunity, quality, and accountability in higher education. (See the last issue of the *Perspective* for a fuller description of this campaign.)

After much debate and a lively discussion, delegates also adopted by a near-unanimous vote the "Principles of Unity for a United Organization" of AFT and NEA. However, because NEA voted a few weeks earlier not to merge (see box at lower left), these principles will not be implemented.

Higher dues, excellent newsletter

In other activity, a bylaws revision will produce an increase in the per capita tax. This means that for each member we will be paying a larger amount of our current dues structure to AFT to pay for our per capita fees.

And last, but not least, it was announced at the convention and published in the daily proceedings that the *UC-AFT Perspective* – which you are now reading – won the 1998 first place general excellence award for publications of locals with 501-2,000 members. Congratulations to our hard-working editor and contributors!

I greatly appreciated the opportunity to serve as a UC-AFT delegate to the convention and found it a valuable experience for learning about issues in and perspectives on higher education. ♦

Sally Willson Weimer is a librarian at UCSB and a delegate to the University Council.

NEA rejects merger with AFT

Delegates to the National Education Association's (NEA) national convention on July 5 voted down a proposal which would have unified the AFT and NEA over the next several years, effectively ending immediate prospects for a merged organization. NEA delegates did adopt, however, a substitute measure supporting continued cooperation on key educational issues and gave the go-ahead to state-level mergers between the AFT and NEA.

The vote on the "Principles of Unity" – a plan negotiated by leaders of both unions before their conventions convened – went down to defeat by a ratio of 58 to 42 percent of those voting. Concerns about the governance structure were cited frequently by opponents in private and in the debate that preceded the vote. Some also expressed reservations about closer ties with the AFL-CIO. For the plan to be adopted, a two-thirds vote of support from delegates of both unions was required.

UC-AFT welcomes Pam Inglesby, who is taking a leave from her position as a lecturer in UCSB's Writing Program, as its new statewide program coordinator. Many thanks to Susan Griffin, last year's coordinator, who is returning to her job at UCLA as a lecturer in Writing Programs.

Q. What does the program coordinator do?

A. I see my primary responsibility as helping the locals with what we call "program," which includes anything that improves the working conditions of academic personnel – not only the librarians and lecturers in our represented units but also Senate faculty. This can range from filing grievances over violations of our contracts and university policy to fighting for reasonable pay, office space, or workloads, to educating the campus community about dangerous movements in higher education such as the effort to abolish tenure and the growth of distance education. There's a lot of work that needs to be done but most of the locals have little or no paid staff. They're kept going by members who volunteer their time. They are doing amazing work right now, but there is a limit to how much time anyone with a full-time academic job can put into the union. So I am going to do whatever I can to help the locals achieve their program goals, and the first item on my agenda is to get them more organizing and staff support.

Q. Where would the funding for new staff come from?

A. I certainly don't favor raising dues. What we need to do is keep a higher percentage of the dues we collect, so we can pump it back into the locals. This is one (but not the only) reason behind the movement to disaffiliate from CFT and AFT, although there might be other ways to solve the financial problem.

Q. & A.

UC-AFT's Pam Inglesby



Q. Why were you interested in taking on this job?

A. I've been a lecturer at Santa Barbara for three years now, and while I enjoy teaching I also can't help but get distracted by problems I see with the institution. So when the opportunity arose to work with the union full-time, I couldn't resist it.

Q. As a lecturer, were you involved in the UCSB local?

A. Yes, as a member of the local's Board, as a grievance representative, etc. I think it would be very difficult to step into a job like this without insider's experience in the union. Because several lecturers in the Writing Program here have been active in the union since its inception, I learned a lot very quickly.

Q: You say "here"... you'll be working out of Santa Barbara?

A. Yes, although I will be travelling a lot too – to all the campuses, to the Regents' meetings, to Oakland and Sacramento, to meetings of the Coalition of UC Unions. Although we all spend a lot of time communicating over email and the web, there's still a lot of work – both collaborative and confrontational – that is best done face-to-face.

Q. If you had to pick one statewide "program" issue you'd like to work on this year, what would it be?

A. Well, there are two, but they are interrelated. Lecturers and librarians are classified as academic workers but we don't get the same respect, rewards, or opportunities as the Senate faculty. (Not that they don't have problems, too!) I think this is because we are seen as providing a service rather than a product such as publications. Of course, many of us do publish, but I don't think we should be apologetic about the fact that it isn't our primary job responsibility. We are highly trained and experienced academic professionals who make a huge contribution to the educational mission of UC, and we deserve better working conditions. The other issue that concerns me – which is related – is job security. For example, although the 3-year contracts that long-term lecturers can receive are great, there are way too many lecturers who are hired for only one or two years and then let go, just as they are becoming integrated into the campus community. We need to force the university to see us as long-term employees, not academic temps – and to make departments put more effort into recruiting lecturers whom they will want to keep on a permanent basis. Among other things, this will improve the quality of the education students receive, which the university claims it cares about. ♦

Pam Inglesby can be reached via email at inglesby@silcom.com, or by phone at (305) 962-4656.

Bargaining for telecommuting ~

Telecommuting is generally defined as working from a location remote from a traditional worksite, and often involves working at home. Employers in office environments are increasingly proposing this form of work as a bargaining demand. They see telecommuting as a way to increase productivity, reduce departmental office space, reduce commute time and improve air quality in urban areas.

Some union members are also pressuring unions to bargain for telecommuting as a way to greater employee autonomy, work time flexibility and independence. Other potential benefits include more time with families and the reduction of expenses associated with clothing, travel, and the costs of meals outside the home. But there are potential pitfalls that unions should confront when they bargain to permit telecommuting.

Balancing work and family

An on-going project by UC Berkeley researcher Lisa Epstein reflects both the potential benefits and pitfalls to telecommuting. Epstein has conducted twenty informal interviews with non-union white collar telecommuters. While these interviews are not representative of all telecommuters, they raise some of the issues in balancing family and work by telecommuting.

For example, Tina telecommutes four days a week and has an eighteen-month-old daughter. She is the primary caretaker for her daughter, and her only assistance on days she telecommutes is a mother's helper for four hours a week. Telecommuting gives her flexibility, enabling her to work around her daughter's schedule. While her daughter is still sleeping, Tina gets up at 4:30 a.m. to begin her work day. She gets half her day in

before her daughter wakes up and then the rest in when her daughter is napping and after she goes to bed.

By contrast, Andrea and her husband Michael both telecommute. They have a full-time nanny to care for their eight-month-old son, even on days they telecommute. Another telecommuter, Sam, does not need childcare arrangements because his wife is a full-time homemaker. He benefits from telecommuting by being able to spend more time with his family; when he takes a break from his work, he hangs out with his children rather than his co-workers.

In all of these cases, the telecommuters made individual choices about what childcare arrangements would work for their families. This is not always what happens. In the case of another interviewee, Sarah, the company requires employees to have outside childcare arrangements before they will allow telecommuting. As a result, the flexibility benefits of the telecommuting may be lost.

In weighing telecommuting as an option, many of Epstein's interviewees said that they were more productive because when they were working from home they were free from interruptions of people coming by the office, the phone ringing constantly, and emails blinking. Stephanie says, "It's much easier to concentrate on my work, surprisingly, with the baby around."

Andrea finds telecommuting has "affected my work [in] that I work longer hours and I work harder at home because there's no interruptions. It's very intensive."

Telecommuting and career prospects

Apart from the potential problems of work intensification, another down side is that many of the telecommuters stated they expected that their career movement would be limited while they telecommuted. Andrea explains, "My career goals have just shifted focus. I'm concentrating more on my family and my family needs than I would on my actual career needs for this period of time."

Tina is the first to admit she is "solidly on the 'mommy track'." It's kind of annoying sometimes, as I watch people who have no more seniority than I have, who are no more intelligent than I am, being promoted and I'm not. But you know what? I have a better life than they do... it's worth it to me."

Unions fought long battles against "homework"—the home-based sweatshops where garment workers

~ the answer for families or the erosion of union protections?

by Kirsten Snow Spalding & Lisa Epstein, UC Berkeley

UCSD Giveth ... and UCSD Taketh Away

by Fred Lonidier, UC San Diego

Many years ago, as the result of a demand for lower workloads for non-Senate faculty (NSF) by the San Diego local, then-Vice Chancellor Harold Ticho promulgated some relief for such faculty. He determined that if an NSF member taught a course for the first time (whether the course was new to the department or not), UCSD would count that course as 50% of the NSF's workload for that quarter - if the department so requested and the dean approved.

In fact, many departments did so request and, almost without exception, deans approved. They were so liberal that in some instances faculty with full-time, year-long appointments received the 50% course workload for all courses, even if one or more were repeated during the year.

Then, however, the state went into a recession and UC was short of funds. In a three-year period, the number of NSF granted the 50% declined radically. Chairs were told that there was a "new policy" and that they should stop asking for the augmentations to 50%. Although many chairs requested that the new policy be put into writing, this was not done. So UCSD's Local 2034 filed an unfair labor practice (ULP) complaint with the Public Employment Relations Board.

At a hearing, UCSD proposed a settlement in which it agreed to review the cases of any NSF who taught during the period in question to determine if a retroactive augmentation to 50% was in order. The union and UC agreed at that time that the university had not committed an unfair practice by changing its policy without meeting and conferring with the union, and that the university would not change it again.

As a result of this agreement, over 70 letters came in requesting reviews, but only three requests were granted.

Now, I read these letters (some 30 of the faculty members sent me copies), and based on UCSD's past practice I would have put the augmentation rate at over 90%. We requested copies of the rest of the letters but Labor Relations refused and we had to file and win a ULP to get them (which caused further delay). We are now positioned to file a new ULP on the grounds that UCSD did not comply with its policy based on past practice. What we agreed they hadn't done, they went and did again.

Since the end of the period covered by that ULP, we have gotten the hire letters for the following years (some into 2001!). And you won't believe this, but - once again - UCSD is doing what they said they didn't do as the number of 50% workloads for a first course are way, way down. It looks like UCSD is going to have a couple of ULPs covering the past, present, and future of NSF courseloads. Watch this space ...

Strikes at UC?

national attention to the situation at UC, where numbers of entering minorities have declined since the anti-affirmative action directives went into effect.

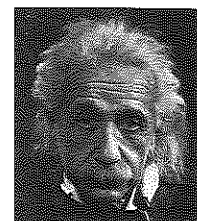
At *Perspective* press time, about 85 faculty from nearly every UC campus had signed the call for a walkout, which says in part: "As tenured UC faculty, we cannot stand by idly while our students risk so much in order to undo the error that the Regents have committed. We must take a stand and voice our support of affirmative action. Once again, we must make clear to the Regents that their decision to end affirmative action in the UC was a decision they undertook on their own, against the will and advice of UC students, chancellors and faculty."

The Quota Case

reality. "If I can't get a tenure-track job in 2 or 3 years," one replied, "I don't deserve to be in the profession." But the truth is that the profession relies increasingly on temporary labor like this instructor's, and it also relies on her self-defeating attitude that she doesn't deserve better. Her department uses lecturers to cover about 40% of its undergraduate courses - and it'll continue to do so when she's gone.

There have been attacks on long-term appointments, too. Some have been whittled away, reduced to low percentages that are then augmented at UC's discretion. And there are attempts to undermine the "excellence" standard; at UCLA and Riverside, lecturers who had met that standard more than once in the past were denied reappointments this year. In both cases, performance had not changed, but it no longer met the reviewers' notions of "excellence." Both cases have been grieved. But if UC approves of these reviews, there will be no protection for long-term lecturers from sudden shifts in the evaluation criteria. Instead of being established at the 6-year review, "excellence" will be up for grabs every 3 years.

So there are challenges ahead. UC is not much different from most higher ed employers in its attack on even minimal job security for its non-Senate faculty. As we've all read in discussions of the problems in the academy, administrators are caught in the time-warp of the 80s, still pursuing "flexibility" as the ultimate goal, still enamored of a model of instruction that doesn't depend on a permanent faculty. We have a better vision: of excellent education produced by excellent teachers and scholars, who are all respected for their different skills and rewarded for their dedicated service. The quota case has given some of us many more years at UC than we had expected, and has turned our "visiting" into real careers. It's time to make sure that opportunity doesn't disappear.



Albert Einstein, charter member of AFT Local 552, Princeton University, comments in 1938 on why he joined the union.

"I consider it important, indeed, urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."

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ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)	GENERAL ASSESSMENT		
AFT LOCAL			
TOTAL			

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above. I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS. The University will remit the amount deducted to the official designated by the organization. This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative. It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect. This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

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